

Attorney Docket No.: L0015/7000  
Inventor: Robert A. Levy  
Response to Office Action

U.S. App. No. 09/580,591  
Filed: May 26, 2000  
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### REMARKS

Claims 1-35 are currently pending in the application.

#### Interview Summary

Applicant's representatives Jeffrey Snow and Joyce Hersh appreciate the telephonic interview conducted by Examiner Won and Supervisor Saleh Najjar on January 18, 2007.

During the interview, the Beck and Swart references were discussed, and it was agreed that neither reference discloses that a profile of the employee's work activities is created for the employee, where the work activities are selected from a directory of work activities. Applicant's representatives were asked to file this Response, pointing out the support for the work profile in the specification, and how it is distinct from the employee information of the Beck reference.

Fig. 4 of Beck, cited by Examiner Won in the interview, shows that in evaluating the market salary of a given employee by the method disclosed therein, the only data entered are the employee's name, department, title, job family, job category, level and performance. There is no teaching or suggestion that the employee enters, or can enter, his different work activities to construct a profile of his work activities. Instead, the teachings of Beck assume that the work activities of employees are accurately reflected in their job titles. Beck does not require that an employee characterize his job in any way, and does not appear to break apart a job performed by an individual employee into a profile of work activities to value the component parts.

In contrast, the claimed invention allows different kinds of work activities to be used to make up the employee's work profile. This is discussed in the specification at page 2, lines 11-12 ("The profile may contain a plurality of groups of work activities. The employee may assign a percentage of the employee's time to each group of work activities in the profile."), and also at page 10, lines 12-17:

Personal work profile 420 is a list of all of the work activities an employee performs, grouped by work functions. Work functions may include, e.g., auditing, business development, compliance, customers/clients, external affairs, finance, general administrative

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and clerical, general services, general supervisory and managerial, human resources, information technology, legal, marketing, outsourced services, strategic planning, and treasury.

and page 11, lines 13-30:

As shown in FIG. 8, the employee may search the work activities directory 39 for applicable work activities. From a page 600, the employee may perform an electronic search by function category, by work task group, or by key word using a pick list 610 or by entering a key word in a search engine 620. Pick list 610 allows the employee to search the work activities directory 39 by first clicking on a work function in a list of work functions. The employee selects an applicable work activity group by pointing and clicking on a list associated with the selected work function. Finally, upon selecting a work activity group, the employee again points and clicks to choose individual work activities associated with the selected work activity group to add to his or her personal work profile. Pick list 610 also sorts work activities by organization levels, e.g. entry, intermediate, and senior levels. Alternatively, the employee may search for relevant work activities by entering a key word or words into a search engine 620. Then, the employee selects appropriate work activities from the search results generated by the search engine to add to his or her personal work profile. Whether using the pick list or searching by key word, an employee simply points and clicks on applicable work activities, and application 10 automatically adds the work activities to the employee's personal work profile. Inapplicable work tasks are deleted using the same point-and-click method. Clicking on a "return to personal work profile" icon 630 allows the employee to return to personal work profile 420 on page 400.

(emphases added).

Beck therefore fails to disclose or suggest a system, method or apparatus for creating a value for an individual employee's job, where the employee creates a personal profile of his job by entering the work activities that he performs, and the percentage of his time spent performing them, and where the system then clusters related tasks into groups, values each group separately, and then aggregates the parts into a whole to create a job value (*i.e.*, market salary) individualized to that particular employee.

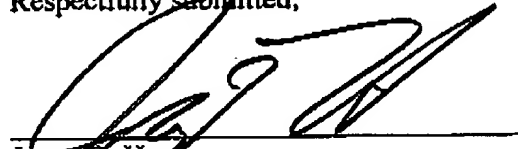
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Applicants respectfully request that the current rejection be reconsidered and withdrawn.

Applicants submit that all of the claims are now in condition for allowance, which action is requested. Please apply any charges or credits to Deposit Account No. 50-1721.

Respectfully submitted,



Joyce C. Hersh  
Reg. No. 42,890  
Attorney for Applicant  
KIRKPATRICK & LOCKHART  
PRESTON GATES ELLIS LLP  
State Street Financial Center  
One Lincoln Street  
Boston, MA 02111-2950  
Tel: 617-261-3100  
Fax: 617-261-3175

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